

# Charleston County School District

Superintendent Search Final Report  
May 9, 2023

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Consultants

**Finding a Leader  
For Your Future**

# Search Status

A search process was created that included:

- ▶ a detailed calendar and a variety of communication mechanisms and strategies were developed
- ▶ Community Engagement - conducted 4 days of focus groups and open forums (248 people)
- ▶ Superintendent Search Survey conducted. (929 completed)
- ▶ BWP interviewed Board members individually;
- ▶ Presented Community Engagement Report and draft Leadership Profile to the Board April 24.

## Search Status cont'd

- ▶ Board adopted a revised Leadership Profile which was posted on the BWP website;
- ▶ advertised and conducted a national search seeking the best possible candidates who fit the Leadership Profile;
- ▶ reviewed and screened applicants for best match and fit to Leadership Profile;
- ▶ BWP presenting a candidate slate to the CCSD Board for their consideration May 9
- ▶ .

# CCSD Applicant Summary Results

- 20 plus individuals contacted or inquired about the position
- 54 began the application process
- 44 completed the application process
  
- 22 states were represented
  
- 19 applicants were or have been in Superintendent roles
  
- 10 were Assistant/Deputy/Associate Superintendents
- 10 Chief Officers
- 2 Directors
- 3 Principals/Other

# Next Steps

- ▶ Consultant presentation of selected candidates
- ▶ Board consideration of the recommended selected candidates
- ▶ Board identification of those candidates to move forward
- ▶ Board first round interviews with approved candidates
- ▶ Board chooses candidates to move forward to second interview
- ▶ Selection of 3 Finalists
- ▶ Details for Day in District TBD

# Leadership Profile

- ▶ Responses from this data are organized into four areas:

**Instructional Leadership;**

**Effective Communicator;**

**Collaborative Manager; and**

**Personal Qualities.**

**The successful candidate will have the following skill sets in these areas:**

# Instructional Leader

- ▶ Possesses strong instructional expertise for teaching and learning along with a deep understanding of the entire PK-12 continuum.
- ▶ Is skilled in using data and other relevant information to assess the effectiveness of instructional programs.
- ▶ Has had successful direct experience in closing achievement gaps.
- ▶ Has worked in an environment that includes traditional, neighborhood, magnet, and charter schools.
- ▶ Has significant teaching and other administrative experience.
- ▶ Is tenured; experience with diverse students; cultural understanding of Charleston.
- ▶ Is innovative; visionary.
- ▶ Has management skills.

# Effective Communicator

- ▶ Is a consensus builder who has the ability to engage multiple stakeholder groups having differing perspectives.
- ▶ Demonstrates excellent interpersonal, communications and media skills.
- ▶ Is visible and approachable and willing to work with all segments of the community.
- ▶ Is an active listener who promotes transparency and active communication and works to build trust and support.
- ▶ Is a thoughtful decision-maker who will consider all points of view before deciding on a course of action.
- ▶ Is a strong advocate for students who can rally the entire community around its public schools.



# Collaborative Manager

- ▶ Values working collaboratively with the school board to evaluate and monitor progress on the district's goals and guardrails for student outcomes.
- ▶ Collaborates with the board to establish and review effective guidelines for the board and superintendent's responsibilities to promote student's academic success and well-being.
- ▶ Has "hands-on" experience with strategic and long- range planning.
- ▶ Has practical expertise in fiscal planning and accountability and in support areas such as human resources, facility management, transportation, and school safety.
- ▶ Understands the organizational structure the importance of the alignment of programs, expectations, and accountability.
- ▶ Shows a record of success in working with diverse student and community populations.
- ▶ Has directed and participated in meaningful systemic change and understands the dynamics of change.
- ▶ Is politically astute and has the ability and experience to work within complex political environments.

# Personal Qualities

- ▶ Sincerely believes that all children can learn.
- ▶ Works with honesty, integrity, and transparency.
- ▶ Consistently acts in the best interests of children.
- ▶ Builds trusting relationships with stakeholders and will be visible in the schools and engage students.
- ▶ Demonstrates adaptability and flexibility.
- ▶ Seeks to be a visible and active part of the greater community.
- ▶ Truly values people and the contributions they can make to the district.
- ▶ Has a vested interest in the longevity with the district.
- ▶ Is approachable.

# Next Steps cont'd

- ▶ Board selects new superintendent
- ▶ Transition commences
- ▶ Superintendent begins service on July 1, 2023

# Thank You for the Opportunity

BWP and Associates consultants have enjoyed working with the Charleston County School District and are appreciative of the opportunity to assist in

“Finding a Leader for Your Future”

Questions?